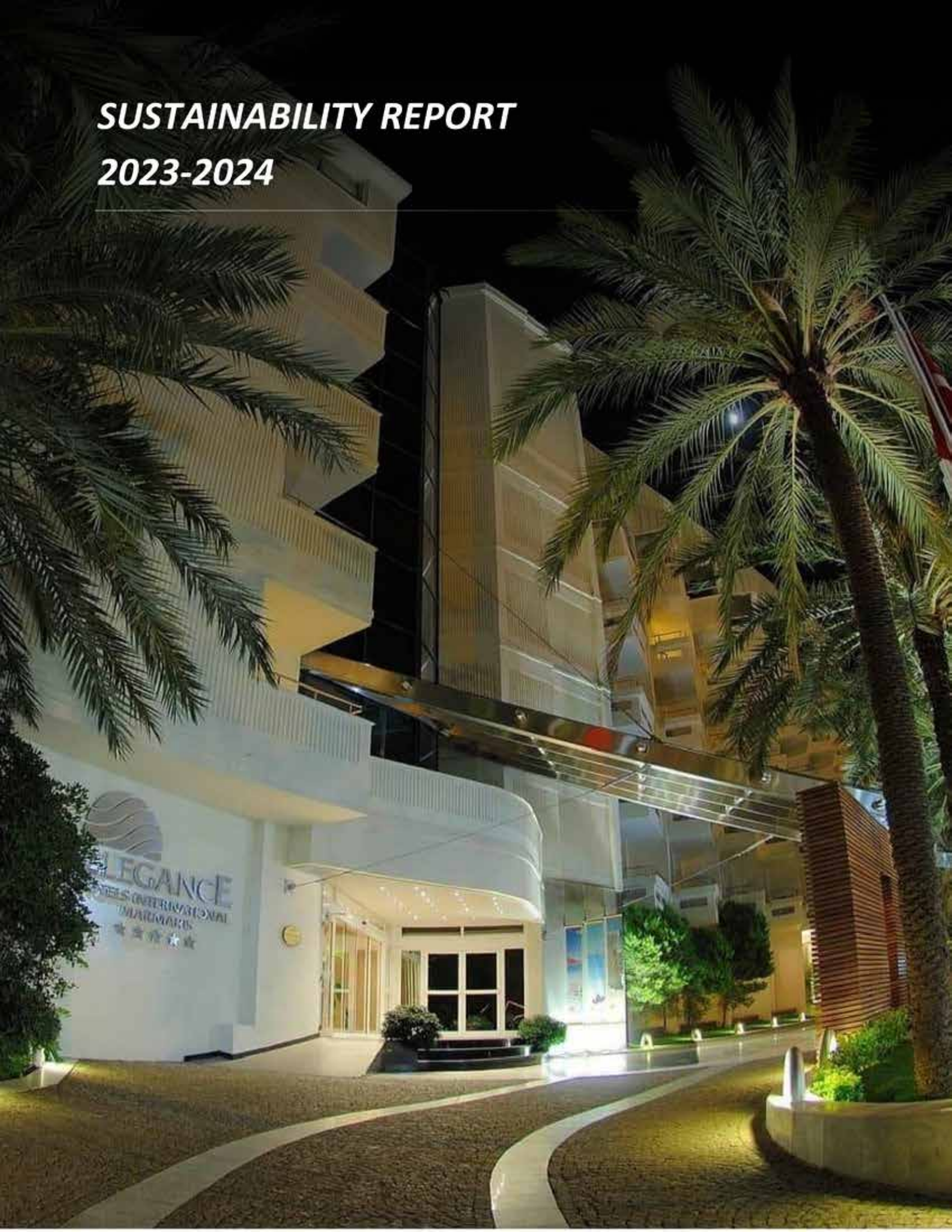


SUSTAINABILITY REPORT

2023-2024



ABOUT THE REPORT

Sustainability; These are activities carried out to protect natural resources and leave a good environment for future generations while meeting today's needs.

Sustainable development means programming the life and development of today and the future in a way that enables the development and meeting the needs of future generations without consuming natural resources by establishing a balance between humans and nature. Sustainable development; It is a concept with social, ecological, economic, spatial and cultural dimensions.

As Elegance Hotels, we started our sustainability studies as of 2023. The development we have made in this direction; We aim to share it with our management, employees, guests, suppliers and all our other partners, thus increasing the awareness we will create at this point and turning it into common goals and successes. In this regard, the sustainability reports that we aim to publish annually will be an important tool that we use to become a transparent and accountable organization.

This prepared sustainability report includes data for the year 2023-2024. Our corporate vision, mission, culture, values and ethical principles guide us as we fulfill these responsibilities.

The main responsibility of our hotel within the scope of sustainability is;

- Creating and evaluating recycling and reuse opportunities, reducing the amount of waste as much as possible,
- Continuously improving energy efficiency and minimizing the negative impact caused by carbon emissions,
- Shaping the basic points by reducing possible environmental impacts
- To increase the environmental awareness of our employees, guests and other stakeholders regarding environmental and energy management.

The liability of economic factors is not limited to this. Social and economic factors that form the basis of sustainability are at least as important as the environment. Sustainability has a wide scope, from providing the most suitable conditions for employees to sharing the added value created with the society.

2023-2024 Sustainability report;

- Environmental, social and economic performance evaluation of our hotel,
- Targets set to increase this performance,
- The strategy and process to be followed to achieve these goals,
- Possible risks and solution suggestions that may be encountered,
- To contribute to ecological balance and protect cultural heritage,
- To minimize the negativities and dangers that may affect the environment and to take the necessary precautions,
- It includes efforts to keep performance results at the highest level.



VISION

We aim to stand out with service quality and reliability in the sector, keeping guest and employee satisfaction at the highest level with the power and knowledge we gain from our quality and experience. We work for sustainable tourism with the products we choose and the approaches we take.

MISSION

Our facility, which is the product of a visionary perspective, has been providing consistent, innovative, fair, and reputable services since its establishment. We will continue to develop sensitive projects to the environment, humanity, art, and nature, maintaining our commitment to quality service.

OUR VALUES

We maintain an always-smiling, guest-oriented approach, believing in guest satisfaction, being environmentally conscious and taking necessary precautions. We continuously improve ourselves through ongoing education and focus on improvement. We adhere to laws and effectively utilize existing management systems, ensuring their efficiency. We approach our work with a consciousness of creating value at every stage. We are both rooted in our traditions and closely follow developments in global tourism. We love what we do. We strive to do the best in everything we undertake. Discipline is crucial in every task we do, yet we avoid excessive formality.

Accuracy: We always stand at a point that is honest, ethical, and fair by doing what is right for us.

Ownership: We act as if we own our business. We always focus on giving our best and embrace our mistakes and successes equally.

Courage: We are not afraid of making mistakes. We take risks to pioneer innovations.

Creativity: We work with all our strength to create new experiences with our entrepreneurial spirit, which is at the heart of our company principles. We always look at the world from a wider window, believing in the power of progress and creation.

Human Orientation: We believe that unique experiences begin and end with people. We never give up our people-oriented approach, whether giving or receiving.

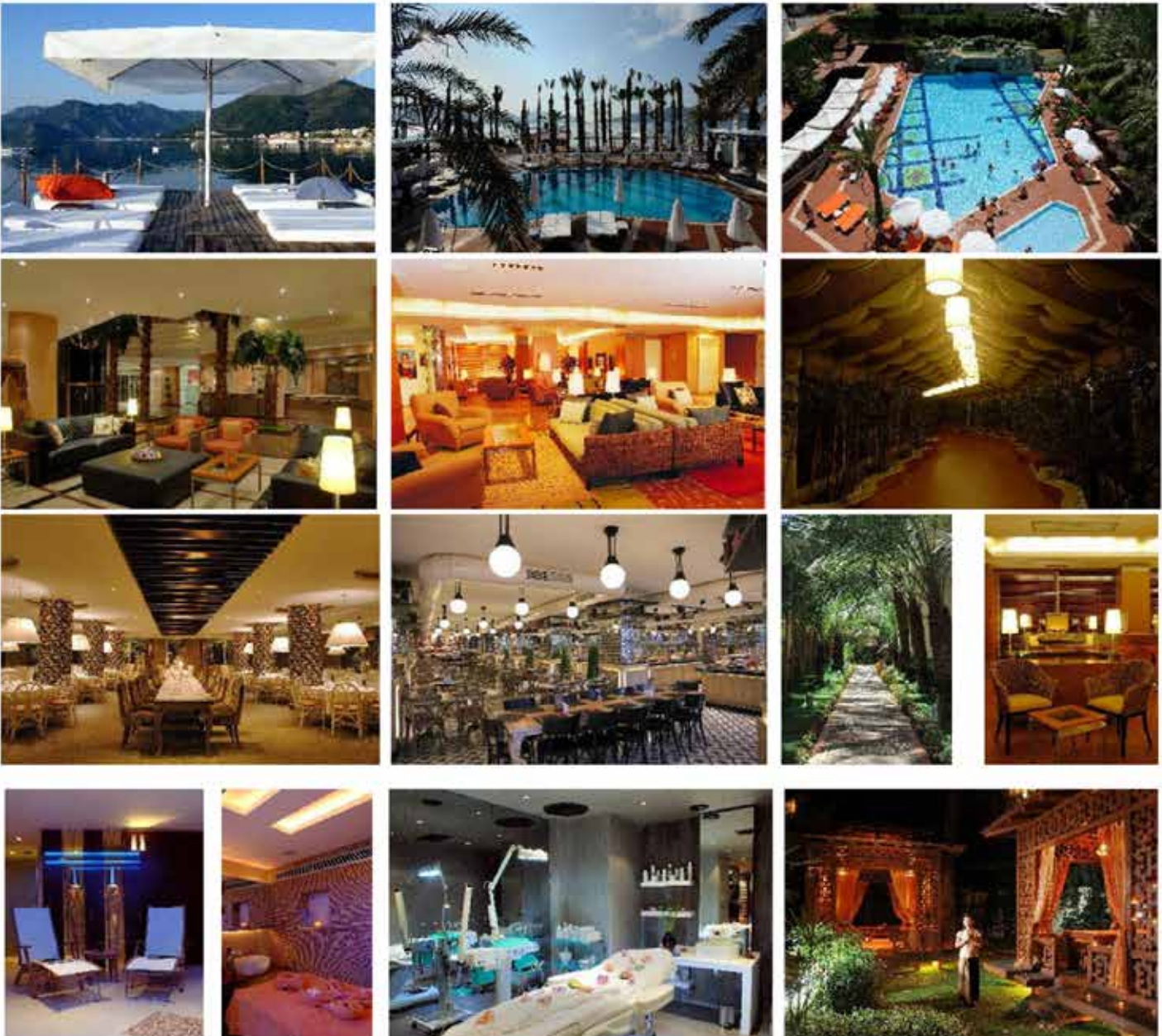
It is our priority to comply with the law in all our work.

- We adopt superior business ethics, honest work and ethical principles.
- We carry out our duties within the framework of basic human values.
- We act respectfully to the environment by considering social benefit.
- We consider being a pioneer and example to the society as our primary goal.
- We compete only on legal and ethical grounds.
- We attach importance to establishing and maintaining honest and reliable relationships with the institutions we cooperate with.
- We help our country and society build a bright future with our social responsibility projects; We work to support you in creating a better, more modern future.

FACILITY FEATURES

Our facility has 194 rooms and a total capacity of 392 beds. 2 of these rooms are for our physically disabled guests within the scope of Access for All. In addition, we have a first-class restaurant with a capacity of 330 people, an a la carte restaurant with a capacity of 280 people, outdoor dining areas, an a la carte restaurant with a capacity of 60 people, a patisserie and liquor hall with a capacity of 130 people, a cafeteria with a capacity of 60 people, a multi-purpose hall with a capacity of 350 people, 2 outdoor swimming pools for adults, 2 pool bars, We have 1 children's pool, a kids' club and a children's playground.

We have an equipped gym, vitamin bar, jacuzzi, Turkish bath, sauna, steam room, massage room and beauty units in the SPA for our guests. Our alternatives such as men's and women's hairdresser and watch seller are also available for our guest satisfaction.



OUR SUSTAINABILITY APPROACH

Sustainable tourism is an approach in which cultural integrity, ecological processes, biological diversity and life-sustaining systems are maintained by preserving the environment in which humans interact or do not interact without being damaged or changed. It is also an approach in which people in the visited regions are managed in a way that meets their economic, social and aesthetic characteristics and in a way that future generations can also meet.

Sustainable tourism is not limited to the goal of "being environmentally friendly" and spreads to a much wider area. In the sustainable tourism approach, we carry out our activities by being aware of the 17 principles that define the sustainable development goals of the United Nations World Tourism Organization.

The criteria specified within the scope of the sustainable tourism program have been created in line with these principles and Elegance Hotels International Marmaris, which fully complies with these criteria, is constantly improving itself in its sustainability journey.

The 12 basic principles defined in the principles of sustainable tourism are used as models in our sustainability activities.

Economic continuity: To ensure the continuity and competitiveness of tourism enterprises so that they can continue to grow and provide long-term benefits.

Local development: To increase the contribution of tourism to the regional destination by supporting guests' activities that increase their local spending ranges.

Employment quality: To support professional specialization by ensuring that discrimination on issues such as race, gender and disability is avoided, to improve wage and service quality, and to increase the number and quality of employment created by tourism.

Social participation and gender equality: To strive to distribute the benefits obtained from tourism, both economically and socially, fairly to the general public.

Guest satisfaction: Guests are provided without discrimination on any issue such as race, gender, disability, age; To provide a safe, satisfying, sustainable, innovative experience.

Local control: Ensuring that local governments are in communication with other tourism stakeholders during the planning, management, and implementation processes; empowering local governments by involving them in relevant stages of tourism development to increase their authority.

Social welfare: Ensuring that the people of the region have access to social structures and opportunities, and life support systems, without causing social disruption and abuse; thus preserving and improving their quality of life.

Cultural richness: To respect the cultures, traditions, distinctive features and historical heritage of the people of the region and to preserve and increase their values.

Physical integrity: Protecting and improving the quality of urban and rural areas; To prevent physical and visual deterioration of these areas.

Biological diversity: Supporting the protection of natural areas, habitats, wildlife and species; minimizing possible damage.

Efficient use of resources: Minimizing the use of limited and non-renewable resources during activities.

Environmental impact: To reduce the amount of air, water, soil pollution and solid waste resulting from hotel activities and guests to the minimum possible level; To inform local people, business employees and guests about the "environmental impact".



OUR SUSTAINABILITY POLICY

Our main goal, together with our employees, is to provide the best quality service by prioritizing guest satisfaction, and in this regard, we have adopted the principle of complying with legal requirements in all product and service processes. We continuously improve all our processes and follow the latest technologies to minimize risks and prevent work accidents so that our employees and business partners are in a healthy and safe environment.

Training of our employees, protection of human rights, ensuring that they benefit from equal rights regardless of religion, language or race, following all the complaints of our guests, resolving the complaints and informing and evaluating our guests on this issue are among our priorities.

Using our energy resources in the most efficient way and taking continuous improvement in energy efficiency as a basis are among our important principles.

In order to offer quality products that comply with food safety principles, paying attention to food safety throughout the food chain, constantly improving and prioritizing hygiene conditions is a priority for our quality.

We ensure that our suppliers and raw materials are local in order to contribute to the local economy through purchasing practices. For sustainable tourism, we make environmentally friendly purchases that produce less energy, water and waste.

In light of these principles, we provide continuous development and resources.

We emphasize our commitment to preventing commercial, sexual, or any other form of exploitation or harassment against private security groups and other vulnerable populations. We ensure that vulnerable groups are not exploited and are protected. We prioritize collaboration with the local/regional community to prevent exploitation and abuse.

We know that everyone must bear responsibility for the protection of children. We also know that the welfare of children and their protection from all kinds of harm is extremely important, and that it is our fundamental duty to protect all children from physical and mental abuse. In this regard, we regularly provide training to our employees on the subject, constantly improve ourselves in line with these principles and provide the necessary resources.

Respecting all accepted human rights, all guests and employees are respected according to their language, religion, gender, race, physical/mental disability, sexual orientation, etc. We evaluate them equally, without discrimination, and support local/regional development and employment.

OUR SUSTAINABLE PURCHASING POLICY

Our goal as a business is to provide the best quality service, and to achieve this, we collaborate with our partner companies by sharing legal requirements, raw material specifications, and guest expectations. We aim to increase the local procurement rate by making purchases from nearby regions whenever possible. Thus, by minimizing the CO2 emissions of supplier companies' delivery vehicles, we reduce the impact on the environment and support regional employees and local employment. In choosing the products we will purchase, food and beverages, consumables, machinery-equipment and the company we will receive services from;

- Those that are produced in an environmentally sustainable way, have environmental and sustainable labels/certificates, or are provided from sustainable sources,
- Those who prefer large-scale, recyclable products that produce as little waste as possible and do not have harmful effects on the environment, instead of small-scale packaging,
- Energy and water saving devices,
- Providing alternatives that are local, environmentally friendly, ethically sourced, recyclable or made from recycled materials, organic, bio, not tested on animals, and free from harmful chemical components, etc.,
- Being a provider of indigenous and local production/services,
- Suppliers who embrace fair trade practices,
- We commit to and declare that we will support the sale of animals whose hunting is prohibited and comply with the law when making choices..

OUR SOCIAL HARMONY AND SOCIAL RESPONSIBILITY POLICY

In each of our activities, we invest in the future in the development of our country, social development and support of the local region. We respect historical values and traditions and support any initiative that may be beneficial to the development of our region; We try to contribute to economic, social and cultural development.

For this;

- We support the preservation of local resources and opportunities and their accessibility.
- It ensures that local culture and traditions are protected; We do not allow discriminatory activities regarding views, ethnicity, beliefs and vulnerable groups. We know that visitors who come both for touristic purposes and for work contribute to regional development with their different cultures and should be treated with hospitality.
- We take into account local characteristics, sensitivities and the needs of the local people in the decisions to be made.
- We aim to support the preservation of historical and archaeological monuments.
- We know the importance of helping local people, working to protect historical and cultural assets, and preventing the deterioration of natural texture.
- We contribute to the regional economy by providing local employment and supply.
- We support all our stakeholders in promoting the food, activities, culture and traditions of the region (religious-cultural places, natural riches, biodiversity, etc.) and for this purpose, we first ensure that our employees are trained on this subject.
- In our interaction with local societies and communities, we operate together around common goals regarding the protection of these values. We undertake and declare.

OUR EMPLOYEE AND HUMAN RIGHTS POLICY

We work with the vision of contributing to economic, environmental, social and social sustainability. We aim to ensure that fundamental human rights are respected in all business processes..

For this;

- To provide a safe and healthy work environment that complies with international standards and respects human rights, where employees can improve themselves, express their ideas freely and not be exposed to discrimination,
- We respect fundamental human rights within the scope of the UN Universal Declaration of Human Rights and carry out our activities in accordance with these principles,
- We do not discriminate in matters such as recruitment, training, career, promotion, wage management, gender, ethnicity, religion, race, nationality, age, physical capacity, pregnancy, marital status, union membership, political identity in the work environment,
- Managing these processes transparently depending on the qualifications, experience and performance of the employees,
- Ensuring that staff wishes and suggestions can be clearly expressed within the scope of the open door policy,
- We listen to our staff's requests and suggestions and make improvements through the staff satisfaction survey conducted by human resources,
- All our employees have the right to free examination by the workplace physician working in our hotel and to provide discounted examination within the contracted hospital,
- To provide a safe and healthy working environment for our employees, to comply with all legislation regarding occupational health and safety, and to reflect this behavior to our stakeholders,
- We undertake and declare to create a corporate culture that includes guests and employees through the training we provide to our personnel and the precautions we take within the framework of occupational health and safety.

OUR ENVIRONMENTAL PROTECTION POLICY

We aim to minimize the negative effects on the environment in our hotel's services and in the process of creating services and to leave a sustainable and clean life to future generations..

For this;

- By measuring our performance in environmental management within the framework of national and international legal regulations, monitoring these data and reducing the carbon emissions we release to nature and allocating resources,
- To prevent accidents that may cause all kinds of pollution and harm the environment,
- To use water, energy and all natural resources economically, to share and inform our sensitivity with our employees, guests and stakeholders,
- To protect endangered animals and take animal welfare into consideration in operations,
- When purchasing technological equipment and consumed materials, we take care to ensure that they are ecological, economical, recyclable and have minimal harmful effects on the environment,

- Minimize the use of harmful substances, including pesticides, dyes, and chemicals used, and replace them with harmless products if possible,
- We undertake and declare that we will minimize the amount of waste by managing and separating our waste at the source in the most effective way, according to its groups and hazard classes, and dispose of it through licensed companies.

OUR POLICY TO PROTECT CHILD ABUSE AND VULNERABLE GROUPS

Knowing our children as individuals, respecting their rights, all kinds of psychological, physical, spiritual, mental, commercial, etc. It is our primary responsibility to protect and protect against exploitation.

For this;

- To our entire team, to prevent and report types of child abuse (physical, sexual, emotional abuse and neglect), to fulfill our social obligations in this context and to provide the necessary resources,
- Being sensitive to children's rights, defending these rights, being peaceful, tolerant, respectful, liberal, protecting and respecting children's rights based on the principles of equality and fairness, and taking care of the best interests of children,
- Not employing child labor (reported by ILO),
- In case of possible abuse, we undertake and declare to provide training to our staff on removing the child from the abusive environment and informing the department manager, and to inform law enforcement when necessary.

PROTECTING VULNERABLE GROUPS;

Knowing our corporate responsibilities and basic moral rules, for specially protected groups and vulnerable groups;

- Disabled individuals, the elderly, children, the homeless, those without language proficiency, those with hearing problems, women, etc. to respect fundamental rights,
- To ensure that they are not exposed to discrimination and violence, to ensure their free participation in society, and to adopt an approach aimed at their protection,
- By ensuring that it is communicated to everyone, institutions and organizations will be supported at the points where local authorities support,
- To inform employees in order to minimize the harm that these people may suffer,
- We undertake and declare to increase ethical sensitivity.

ELEGANCE HOTELS INTERNATIONAL MARMARIS ORGANIZATION CHART



WORKING LIFE AND STAFF SATISFACTION

Our business model focused on respect for our employees, which we have developed over the years, forms the basis of our success. We believe that the importance we attach to employee satisfaction and loyalty best reflects our corporate culture.

We are a huge family where employees who believe in teamwork stay in the same structure for many years, where everyone is evaluated on equal terms, where those who want to improve themselves are supported, and who work with the most sincere hospitality by taking guest expectations into account.

Environmental training is provided to our employees in line with the annual training program. Trainings; reducing the consumption of natural resources, reducing waste and separating it correctly, what needs to be done about hazardous waste, etc. Includes topics. Trainings are carried out internally and externally.

Our employees were provided with Occupational Health and Safety Training, Environmental Awareness and Waste Management Training, Sustainable Tourism Training, Chemical Use Training, Energy and Water Saving Training, Sexual Abuse, Child Abuse and Violence Against Women Training to make them more conscious.

All our employees working in food areas have hygiene training.

Our staff, whose training has been completed, now knows exactly what we do in the name of Sustainable Tourism in our facility and how they can contribute to these practices.

Every year, intern students from schools providing education in the fields of accommodation, food and beverage are identified and included in our institution's employment. While intern employees will contribute a lot to our institution with their academic knowledge during the time they work in our institution, we aim to include interns with the potential to fulfill the duties/responsibilities of the position they work in, to our team as normal employees, with whom we will gain mutual efficiency after the end of the internship.

Promotions are made by visiting many schools in order to provide job opportunities to intern students or potential graduates and to benefit from their workforce. Students and graduate job seekers are provided with information about our hotels and the business areas they are interested in by experts.



Our Human Resources department plays a key role in ensuring we comply with legislation regarding workplace welfare and human rights. Of course, all contracts, working hours, pay structures, disciplinary and grievance procedures comply with national legislation and all employees are free to join the local union, which provides support for disciplinary actions and grievances where necessary. We contribute to equality of opportunity by giving priority to candidates from groups at risk of discrimination in internal promotions, provided that all other qualifications are the same. In our activities managed by a team consisting of the best in their fields, focused on success, we attach importance and respect to the contributions and ideas of the experience of all age groups to our institution and employees.



We hold Women's Day celebrations and motivational speeches to make our female employees feel that we value them.



We celebrate feasts with our employees and experience the happiness of being a family.



We celebrate the retirement of our retired personnel with a plaque and organize special birthday celebrations for our employees.



As the hotel management, we congratulate our staff, who are especially thanked by the guests, thanks to their feedback from the guests' satisfaction surveys.



We attach importance to the motivation of our employees. It is very important for us that they see how valuable the work they do is. That's why we celebrate their special days together. We celebrated the "International Housekeeping Week" of our Housekeeping department with our managers again.

SUSTAINABILITY TEAM

Our "Sustainability Policies" indicate our company's commitment in this regard. Turning our efforts into success and gaining continuity is only possible by acting together with our employees, guests, business partners, suppliers, solution partners, and all our interlocutors in our immediate environment, to expand it and turn it into a partnership that we will strengthen day by day.

Based on this, our Sustainability Team was formed from our management structure to lead our work.

It is very valuable to raise the awareness of personnel, who are considered an integral part of the sustainability approach, to give them opportunities to be involved in the process and to contribute to development opportunities. We always keep issues such as social rights, supporting local employment, protection of natural life, cultural richness, energy and water saving, environmental activities, recycling system, orientation to local resources on the agenda and provide training on the subject. In this way, we work to disseminate the philosophy of sustainability within the business.

During this time, our main goal is to comply with the law.



OUR HUMAN PHILOSOPHY

As Elegance Hotels International, we attach importance to sustainability studies. In sustainability practices, we evaluate the social dimension of our work as well as the economic dimension. For this reason, we act with the awareness of how important the concept of human is in the service sector. Our human philosophy is the promise we make to our guests, stakeholders and employees. While our principles reveal what we expect from our current and potential employees, they also explain how we will support them on this path.

We offer our guests services that exceed their expectations. We serve with the principle of respect for humans and nature. We communicate in a positive and friendly manner. We are responsible for the cleanliness and order of our living and working areas. We think innovatively and work with team spirit. We have the opportunity to learn and develop within the company. We demonstrate our professionalism through our personal appearance and behavior.

GUEST SATISFACTION

Within the scope of continuous improvement, Survey Forms are used with the QR code system to receive feedback from our guests about the quality of the services we offer, in order to meet or even exceed guests' expectations.

Social media comments are monitored regularly and feedback is provided for the satisfaction of our guests. The common goal of all our employees is to treat our guests with a smile, to try to resolve the guest's complaint or request within the authority, and to make our guest feel that they are in the right place for their holiday. Survey reports are kept daily and shared with departments regularly.



As Elegance Hotels International Marmaris, we inform our guests about our Sustainable Tourism practices with the "Environment Card" in their rooms.

In order to leave a more livable world to the next generation, we ask them to support us in energy and water saving.

COMMUNICATION WITH STAKEHOLDERS

As Elegance Hotels International Marmaris, we aim to develop and improve our sustainability efforts by sharing them with our stakeholders, and we carry out our work to ensure sustainable development by ensuring the participation of our stakeholders.

STAKEHOLDER GROUP	CONTACT MANAGEMENT
Employees	Orientation, One-on-One Meetings, Meetings, Trainings, Events, Staff Satisfaction Survey, Announcements, Sustainability Report
Guests	Guest Satisfaction Survey, Social Media, Hotel Website, Sustainability Report
Company Owners	Meetings and Discussions, Sustainability Report
Suppliers	One-to-One Meetings, Supplier visits/audits, Sustainability Report
Subcontractor Companies	One-to-One Meetings, Sustainability Report
Public Organizations	Meetings and Discussions, Sustainability Report
Local People/Communities/Organizations	Social Projects, Meetings, One-on-One Meetings, Donations and Sponsorships (On Request), Sustainability Report
Local Governments	Meetings and Interviews, Donations and Sponsorships (On Request), Sustainability Report
Sectoral Groups	One-to-One Meetings, Meetings, Fairs, Sustainability Report
Universities	Career Days, Meetings and Interviews, Sustainability Report
Media	Social Media, Newspaper Advertisements, Sustainability Report

PRESERVATION OF CULTURAL HERITAGE

As Elegance Hotels International Marmaris, we are aware that cultural heritage is important in ensuring that the relationship between society and the environment survives for a long time, not only for today's society but also for the future generation. In sustainable cultural heritage management, one of our goals is to raise social awareness about why heritage values should be protected.

For this;

- We present the important values in our region both on our information board and in our sustainability report in order to inform our guests.
- We also organize special trips with our staff by choosing a region every semester.

THE PEARL OF THE WORLD, MARMARIS

Marmaris is located in the Aegean Region in the southwest of Turkey, in the province of Muğla. Reşadiye Peninsula and Kerme Bay are located in the west, Ula is in the north, Balan Mountain, Karadağ and Günde Hills are in the east, and the Mediterranean Sea is in the south.

In the destination, which is under the influence of the Mediterranean climate, summers are hot and dry, and winters are relatively warm and heavily rainy. The old name of Marmaris, Phykos (Fiskos), means "Nature city" in the Carian language. The ruins of Asartepe, the port city of ancient Caria, are of interest to archaeologists. Marmaris, with its known history dating back to 900 BC; It came under the domination of Seleukos, Rome, Byzantium and Menteşeoğulları. During the Ottoman Empire, Marmaris was called "Mimaras", later it was named "Mermeris" and finally "Marmaris". There are many nomadic villages around Marmaris. Villages such as Bayır, Söğüt, Osmaniye and Turgut, which are among the most important stopping points of village tours, are nomadic settlements. All the features of the nomad culture are kept alive here.

There is now a change in the villages that make a living from animal husbandry (commonly goats), beekeeping, forest products (laurel, sage, thyme) gathering and fishing.

Some of the cultural heritage values in Marmaris are as follows;

Ancient places; Physkos (Beldibi-Asartepe), Loryma (Bozukkale), Amos (Hisarönü-Turunç), Cedrae (Cleopatra or city islands), Hydas, Erine, Castabus (Bargalík), Saranda (Söğüt), Bybassios, Euthenna (Altınsivrisi), Nimara, Timnos.

Historical places; Sariana Tomb, İbrahim Ağa Mosque, Marmaris Castle, Hafza Sultan Caravanserai, Historical Bedesten, Taşhan and Arched Bridge. Intangible cultural heritage includes nomad culture, nomad villages, village weddings, Turgut Village carpet weaving, beekeeping and fishing practices.

Natural Values; İyilik Rocks Archaeological Park, Günnücek, Yalancı Bosphorus and Cennet Island (Nimara), Turgut Waterfall.

GÜNNÜCEK NATIONAL PARK

It is 2 km away from Marmaris city center. It was declared a National Park in 1996. The surface area of this natural wonder National Park is 29,206 hectares. Among the local people, the sweetgum tree is called the Frankincense Tree, and the park takes its name from these frankincense trees. Günnücek National Park is a natural wonder with its unique forest and vegetation.

Frankincense tree is an endemic tree species specific to the region. Sweetgum tree is seen in coastal areas. Tree leaves are generally used in making perfumes and medicines. The Frankincense trees here are under protection as it is a National Park. It is of great ecological importance with its phrygana and earlier herbaceous plants, maquis and red pine forests.

In this park of approximately 300 acres, there are wild boars, squirrels, wild donkeys, cats and 50 different bird species. In addition, 106 invertebrate species, 34 fish species, 32 reptile species and 37 mammal species survive.

There are wooden walking areas, a pond and monumental trees in the park. There are special areas designed for cycling, walking and sports.



MARMARIS CASTLE AND ARCHEOLOGY MUSEUM

Marmaris Museum is located in Marmaris Castle, which is a historical place. The castle was built on a peninsula overlooking the sea behind Marmaris Port. Herodotus states that the castle was first built in B.C. It is said that it was built in the 3rd millennium. Physkos (Marmaris), a Carian city in this period, is a transition point between the Aegean Sea and the Mediterranean as it is today. The city's port has maintained its importance throughout the ages with its trade routes opening to Rhodes and Egypt.

The castle was built in the Hellenistic Period (330-30 BC) by the Macedonian King Alexander the Great. Around 300 people were besieged, and when the people of Marmaris realized that they could not resist this attack, they set the castle on fire and hid in the mountains. Due to the strategic importance of the castle, Alexander the Great had the castle repaired and left a group of his soldiers here. Marmaris came under Ottoman rule for the first time in 1390.

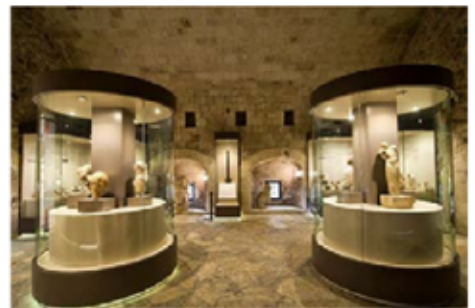
The only written source mentioning the construction of Marmaris Castle is Evliya Çelebi's Seyahatname. M.S. 17th century Evliya Çelebi, who visited the Muğla region in 1666, states in his famous Travelogue that the castle was built in 1522 by the Ottoman Ruler Suleiman the Magnificent during the Rhodes expedition and that it was used as a military base, and that it also had a 400-foot-long wall built with smooth stones.

Hafsa Sultan Caravanserai is located at the entrance of the narrow and stepped street leading to the castle. It is understood from the inscription on the entrance gate of the caravanserai that it was built in 1545 by the Ottoman ruler Suleiman the Magnificent in the name of his mother. The purpose of construction is related to accommodation and trade during the Rhodes expedition. The caravanserai has a rectangular plan and two floors, and consists of seven small, one large rooms and a bath. The lower floors of the place were used for shops and the upper floors were used for accommodation and were covered with arches. Marmaris Castle and Caravanserai show an integrity unique to the complex structures of the period.

It is known that the castle, which was inhabited by the people of Marmaris from the pre-Republic period until recent history, has 18 residences, a fountain and a cistern.

Marmaris Castle is a first degree monumental building registered as an immovable cultural asset that needs to be protected.

Marmaris Castle was opened to visitors on 18.05.1991 with its interior and garden organized as the Archaeological Museum. It has a total of seven indoor spaces. The barrel-vaulted entrance opens to the inner garden. The stairs on the right and left in the courtyard provide access to the walls. Indoor spaces covered with barrel vaults are used as exhibition halls. There are 4 exhibition halls in the museum. The museum courtyard is used as an open display area. A collection of works dating from the Hellenistic, Roman and Byzantine Periods to the Republican Period is exhibited in the exhibition halls and courtyard. Other spaces other than the halls are used as offices and warehouses.



PARADISE ISLAND – NIMARA CAVE

Paradise Island is the peninsula within the borders of Marmaris district. It was accepted as an archaeological and natural protected area in 1999. Nimara Cave, located on the island, was used by humans from the Paleolithic Age to the Bronze Age. 8 km away from the city center, the island is connected to the land by a natural barrier called the False Bosphorus by the people. When viewed from Marmaris, the embankment is not visible, the area looks like a strait. Adaköy is located at the point where it connects to the mainland. It is possible to reach the island by 5.5 km from the sea and 20 km from the land via the False Strait. Great nature walks can be done in the region, which is one of the frequent destinations of boats.

Nimara Cave is an archaeological cave located on Paradise Island. It is at an altitude of 350 m on the peninsula called Paradise, Yıldız or Nimara Island. The interior of the cave is wide and contains stalactites and stalagmites. The age of the cave has been determined to be 100,000 years based on stalactites and stalagmites.



BENCİK BAY & DİŞLİCE ISLAND

Bencik Bay is located at the thinnest point of the Datça Peninsula, separating Marmaris and Datça. There is Dışlice Island, which has a rock in the middle of it. They came here in 540 BC when the Persians occupied the Aegean coast. That's why even Herodotus mentions Bencik Bay. This is one of the most preferred bays by yachts coming to Datça from Marmaris. It is possible to cool off with the breeze in this bay, which is closed to strong winds.



DATÇA ANCIENT CITY (KNIDOS)

Knidos, one of the rich and famous cities of the Classical Era world, was founded on Tekir Cape, at the point where the Aegean and the Mediterranean meet, at the tip of today's 70 km long Datça Peninsula. The ancient city of Knidos is one of the most important coastal cities of Western Anatolia.

It is within the borders of Yazı Village, Datça District, Muğla Province. It is connected to Datça by road with a 35 km long road, the last 8 km of which is stabilized. Transportation by sea is made by sightseeing boats and yachts during the tourism season. Knidos was built on terraces on the northern slope of Kap Krio (Deve Boynu), which is located both at the south-facing end of the peninsula and opposite it, which was originally an island but was transformed into a peninsula over time. A strong city wall with round and angular towers surrounds the city. B.C. It is possible to see the best-preserved parts of the city walls, thought to have been built in the 4th century, in the Acropolis. Outside the city walls, approximately 7 km to the east. There is a Necropolis (cemetery) spread over a wide area. On the mainland, there is a street running east-west on the axis, and below and above this road, public buildings, upper and lower theaters, the Sanctuary of Demeter, a small odeon, the Temple of Aphrodite, the Corinthian Temple, the Roman Tomb, the Agora, the Monumental Building, the Hellenistic Stoa, There are building ruins such as the Temple of Dionysus and the Byzantine Church, the Roman Period Bouleuterion, the Propylon and the stepped street. Strabo states that Knidos was founded along the coast and on the island in front of it. Later, the sea between the island and the land was filled, thus creating two separate ports. The smaller one in the north was called "Northern Port". This port was used for military purposes. The southern port on the other side is reserved for merchant ships. Today, the ruins of the breakwater covering the harbor mouth and the tower in the northern harbor can be seen. The city of Knidos was founded according to the grid plan of Hippodamos. Therefore, four wide streets parallel to each other in the east-west direction intersected with a perpendicular street in the north-south direction. In accordance with the location of the land, streets and avenues sometimes cross each other by stairs and sometimes vertically.



KIZKUMU - ORHANIYE

Kizkumu beach is a beach on the Orhaniye road in the Marmaris district of Muğla. It is a natural formation. It was formed by the disintegration of the rocks surrounding Orhaniye Village due to reasons such as day and night temperature differences, freezing and abrasion, and being carried to the sea as gravel and sand by flood waters. This beach is 4 meters wide and can be walked on the sea for 600 meters.

Orhaniye village is one of the small surrounding villages connected to Marmaris. Its population is approximately 800 people. The main source of income of the village people is farming and beekeeping. At the same time, some village people make a living by selling at the local markets held every Thursday.



TURGUT

It is a village that has preserved its historical past, its natural areas are untouched, and its beauty has been preserved. The area is famous for an ancient waterfall falling from a height of 6 meters, the surroundings of which are the habitat of the 'arctiidae' (Tiger moth) species. It is possible to notice traces of an ancient structure on the slope to the right of the approximately one kilometer road from the village to the waterfall. It is believed that this is the cemetery of Diagoras the Warrior.



BOZBURUN- BOZBURUN SUBMERGED

Bozburun is a great place to escape the pressures of modern life. This quiet town is blessed with the heritage of ancient civilizations and beautiful bays and bays. Most people come to Bozburun by yacht or gulet, which should not be a surprise because this is a place where the world-famous wooden, lightly rigged, double-masted Turkish Gulets are produced with old traditions that have been used for centuries. There are ruins of the city of Larymna near Bozburun and on the Asar hill. It takes about 45 minutes to climb this hill, where you can find the surrounding city walls and tomb ruins. From the top you can see the nearby Greek islands

A Byzantine ship discovered at Küçüven Cape, a few kilometers from Selimiye village of Marmaris, was excavated by archaeologists of the Underwater Archeology Institute based in Bodrum. Amphora samples recovered from the shipwreck site in Bozburun during preliminary studies showed that the ship sank in the 9th century or at the beginning of the 10th century. This was a period of dramatic changes in the Eastern Mediterranean, and the Byzantine Empire entered its Golden Age. The amphoras, pottery pieces, iron, copper, wood, bone and glass that were brought to the surface of the water were all moved to the Bodrum Underwater Archeology Museum, which is now known as the most important underwater archeology museum in the world, at the end of the conservation and excavation in the camp.



REDUCING ENVIRONMENTAL IMPACTS

Our Environmental Protection and Waste Management

The requirements regarding our areas of responsibility within the scope of environmental legislation are carried out by our company's contracted and authorized environmental consultancy firm, and all our processes are carried out under the control of our official environmental consultant.

Where waste is unavoidable, we pay particular attention to hazardous waste and ensure that it is separated for recycling and appropriate disposal.

We provide regular training to our employees to ensure the continuous integration of waste reduction practices and encourage suggestions for change.

Our main goal is to prevent environmental pollution and protect nature by using our resources in the most efficient way, to reduce the amount of our waste, to recycle or render it harmless. Being aware of our environmental impacts, we strive to take the necessary precautions and actions.

Our primary goal in the Waste Management System we implement is to reduce the amount of waste, to manage our waste well and dispose of it with the least harm to the environment, and to recycle the recyclable ones.

For this reason, we encourage both our staff and our guests to separate waste with triple separation buckets located at certain points of our facility.

In order to reduce our paper consumption, we make our correspondence and announcements via e-mail whenever possible.

We make guest comments, malfunction records, room requests, internal correspondence and announcements via e-mail whenever possible, and reduce paper consumption.

Our facility has been awarded the "Zero Waste Certificate" by adhering to waste management plans.

Our personnel are given waste management and zero waste training under the name of environmental training.

A REVERSE OSMOS water purification system was installed, which was connected to 11 points in the hotel, such as bars, restaurants and staff cafeterias. In this way, bottled water usage was reduced.

We inform our guests about the Waste Management System we implement in our hotels with the "Environment Card" in their rooms, and encourage them to reduce the amount of waste and separate the resulting waste.

We try to reduce packaging waste by purchasing large packaged boxes and buckets instead of disposable breakfast products whenever possible.

It is possible to say that recycling provides many environmental and economic contributions. With recycling, the amount of waste released into nature is reduced, while natural resources are protected and energy is saved.

Hazardous wastes are substances that have expired, have deteriorated in quality, and have been contaminated as a result of activities. Our work on hazardous waste management in our hotel is carried out systematically. Our aim is to separate, collect, temporarily store, transport and dispose of hazardous wastes generated as a result of our activities, according to their characteristics, without harming human and environmental health.

Hazardous wastes are stored temporarily in a separate area from other wastes, in accordance with waste codes and regulations, and delivered to licensed companies for disposal. Waste Battery Boxes; It is located in the lobby, housekeeping office and technical service department. When the Waste Battery Boxes are full, they are delivered to TAP by the relevant department.

There are materials in the hazardous waste temporary storage area and chemical warehouses that can be used in case of emergency. In case of any chemical contamination, these materials are used to protect living life and prevent the chemical from contaminating the soil and water. Thanks to these materials, pollution is completely collected from soil and water, ensuring the continuation of natural life as if there was no contamination.

ENERGY MANAGEMENT

Being aware of the negativities brought about by the rapid depletion of energy resources, global warming and the damage caused by fossil fuels to the environment, we carefully monitor energy consumption every year to achieve ongoing reductions and reduce carbon emissions and identify areas where savings can be made. Lighting, air conditioning, irrigation, etc. being used. Thanks to these systems, savings opportunities can be created. A positive impact on energy values is aimed by ensuring the supply of efficient, economical, environmentally friendly, new technology products.

For this;

- 95% of the hotel has switched to LED lighting instead of fluorescent and/or incandescent lighting.
- Air Conditioning Systems are VRF systems and are controlled locally and centrally, heating-cooling degrees are automated.
- Guest Elevators used in the facility are new generation Frequency Inverter systems.
- In our hotels, if the room balcony door is opened, the heating/cooling system is automatically turned off.
- A system is used to cut off the electrical power after our guests leave the room.
- Wooden Blinds are used in rooms and general areas exposed to direct sunlight.
- Mini bars in guest rooms are positioned out of direct sunlight to prevent heating.
- Double glass is preferred for thermal insulation in windows used in general areas.
- Co-aging Frequency Inverter pumps are used in the booster system.
- Heat-sensitive plexiglass material is used for natural lighting in the Lobby Atrium area.
- A time control panel is used in the sauna to prevent unnecessary energy consumption.
- The wicks and gaskets of cold units, freezers, ice machines and ovens are periodically checked and replaced with worn ones; Energy losses that may occur are minimized by performing maintenance and cleaning of electrical devices at regular intervals.
- We provide training and awareness to all our employees about energy, water efficiency and savings, recycling and waste management.
- A warning about turning off electrical devices when leaving the room has been added to the environmental information in our guest rooms, and the guest's support in this regard has been requested.
- Our business collects and monitors data on energy consumption and electricity consumption. Our consumption is monitored and recorded daily, monthly and annually. In this way, we have the opportunity to keep under control the energy we use on a yearly basis, compare it and take action in case of any excess consumption.
- High wattage fixtures used in Orchid, Bougainvillea and General areas were replaced with LED fixtures.
- The energy supply systems of laundry machines are being revised and they are being switched to inverter systems. Transactions continue.

We are aware of the value of water resources. We continue to strive to reduce consumption overall every year. All water sources, including greywater, are disposed of correctly, in accordance with local legislation, without causing adverse effects on local environments or populations.

- It uses water-saving equipment to reduce overall water consumption without compromising health, hygiene and guest satisfaction; We place informative "Environment Cards" about water saving in guest rooms and train our employees on this subject.
- Special low-flow (5lt/min) faucets are preferred in room and bathroom sinks. All fixtures have aerators.
- Special shower heads with low flow rate (10 lt/min) are preferred in room showers. All shower heads have aerators.
- Aerators are checked regularly and renewed when necessary.
- Two flush systems are used in guest and staff toilets, saving money with the flow flowing from the tap.
- There are photocell urinals in public toilets.
- Water was saved in general area WCs by installing 12 photocell batteries for Lobby, Orkide and Bougainvillea WCs.
- In the training given to employees, the importance of protecting water resources and what to do to pay attention to consumption are explained and contributed to awareness-raising.
- With information in the rooms; Placing towels on the floor will "refresh" them; If it remains suspended, it gives the message "we will use it again".
- We have AKKR (Wastewater Quality Control License), which shows that all wastewater from our facility is discharged safely without affecting the environment.
- Data on water consumption is collected and monitored in our facility. With these monitorings, efficiency monitoring can be done to reduce water consumption.
- Our staff is regularly trained on water conservation and reporting possible water leaks.
- A REVERSE OSMOS water purification system was installed, which was connected to 11 points in the hotel, such as bars, restaurants and staff cafeterias. In this way, bottled water usage was reduced.
- Gardens are watered late in the evening or early in the morning. Drip irrigation systems are used to prevent loss through evaporation. Throughout the hotel, we prefer local plants that are well adapted to the climate and require minimum irrigation.

The water risk situation in our region has been determined. For this purpose, the Water Risk Atlas managed by the World Resources Institute is used. Water risk map of Muğla Marmaris. (Water Risk Atlas)



CHEMICAL USE

Chemicals are used in maintenance, repair and cleaning activities in our facility. Every care is taken to minimize the use of chemicals as much as possible.

Our environmental consultancy company periodically provides training to raise awareness of our employees. In addition to our consultancy firm, our contracted supplier companies also provide "Chemical Usage" training to relevant users to raise awareness and standardization in chemical consumption is ensured.

It is our priority that all the chemicals we use are approved, labeled and in appropriate packaging, and that we have received MSDS (Material Safety Data Sheet). These reports are retained for as long as they are used.

We request the permissions and licenses of the drugs they use from the companies we receive services for pest control, and make sure that they are products that do not harm human health and the environment and that they are used in appropriate doses. We use natural control methods such as fly catcher EFK devices to protect food safety and human health in production areas.

We work with relevant companies to ensure safe disposal of chemicals and monitor chemical waste.

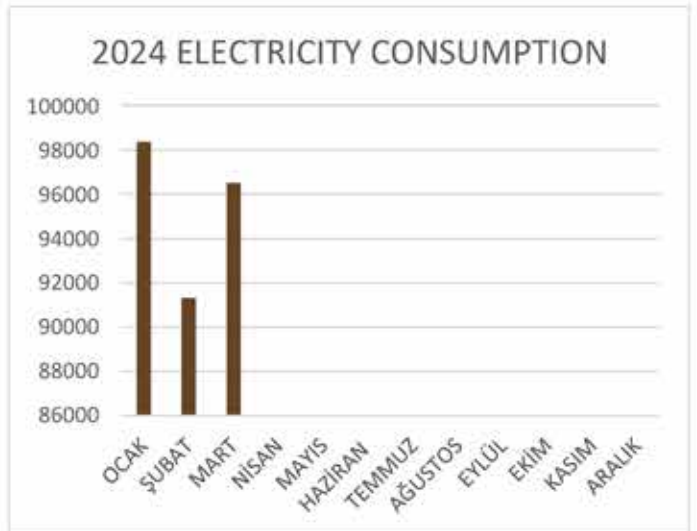
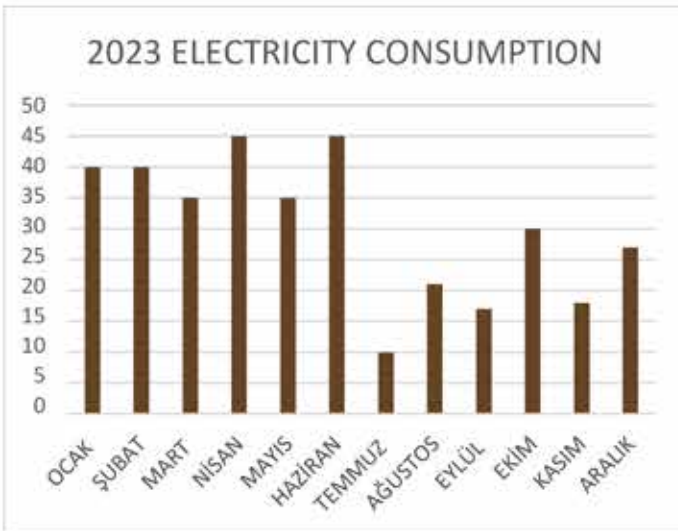
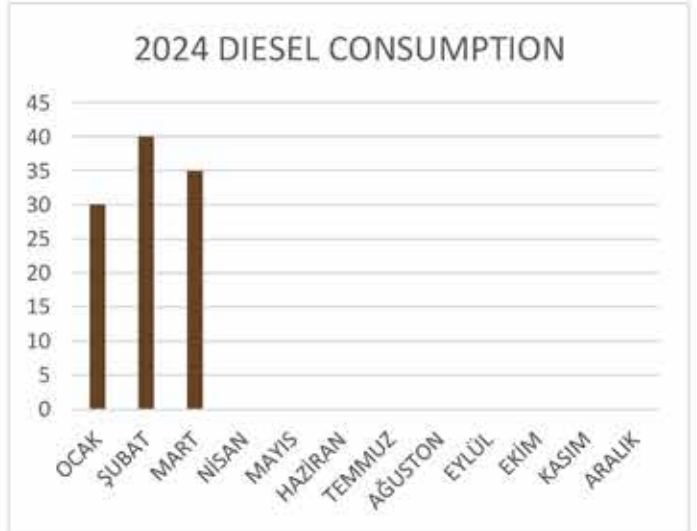
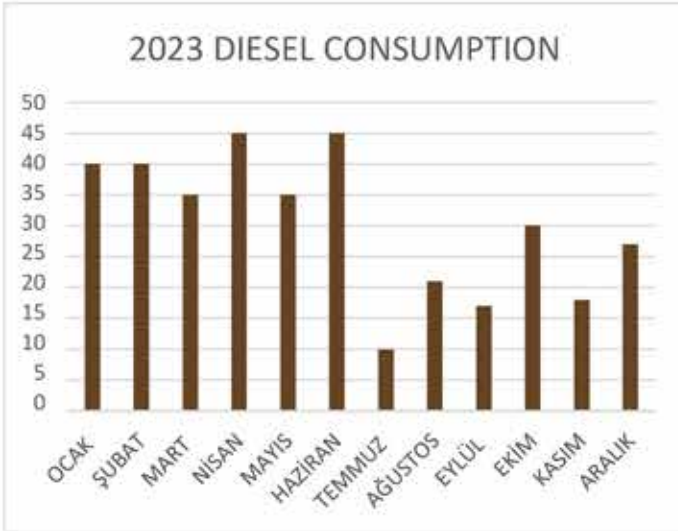
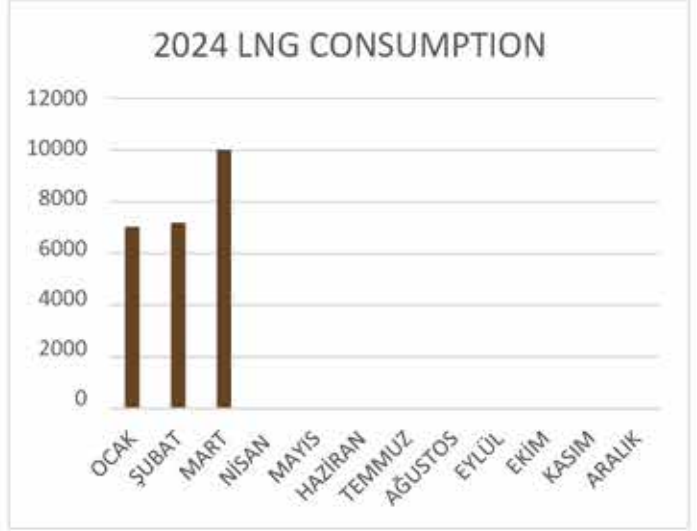
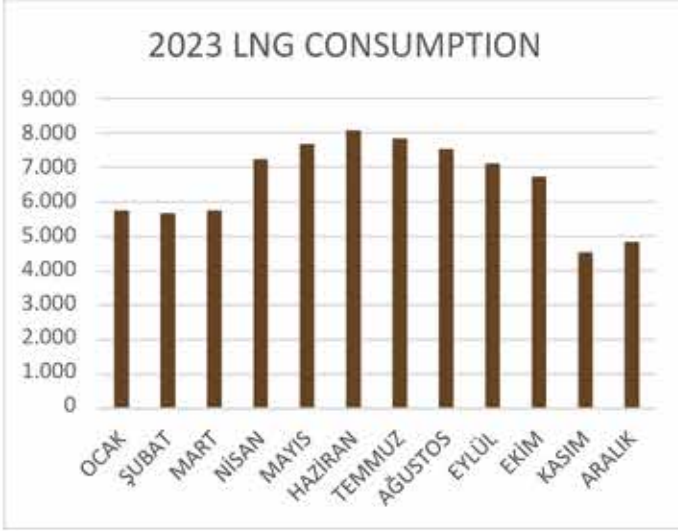
Chemical consumption is monitored by area. Automatic dosing systems are used in HK areas to ensure the use of chemicals in appropriate amounts.

Detergents, disinfectants and chemicals generally used in our facility are biodegradable and do not harm the environment (nature) and human health. There is an article about the 80% degradability of the chemicals used in our facility.

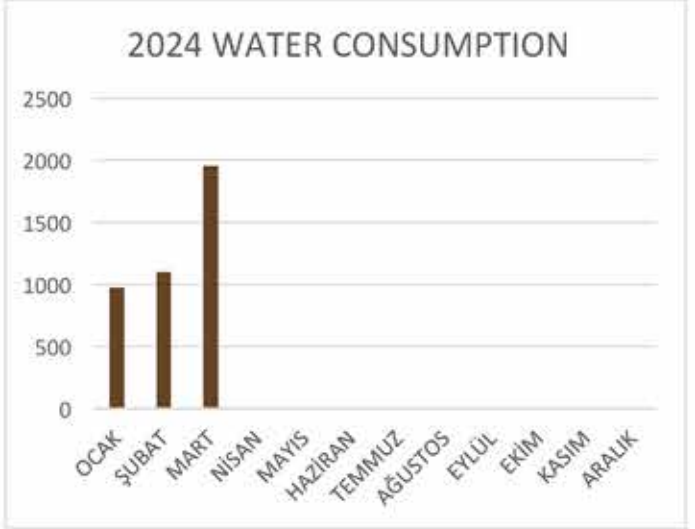
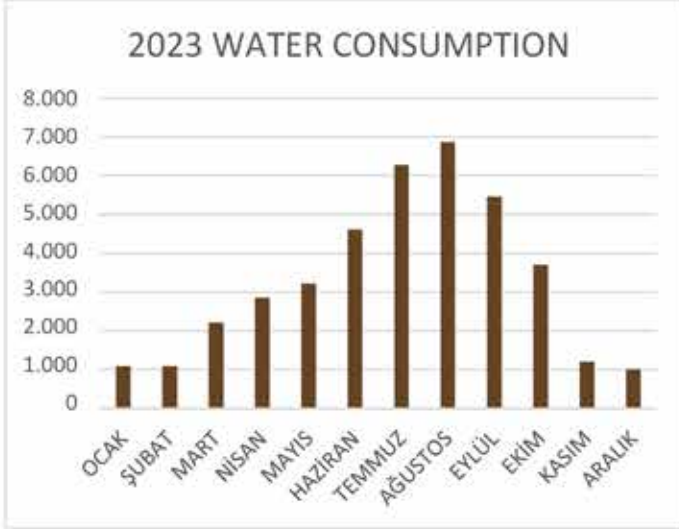
Overflow pans are available for chemical tanks. Materials and equipment that can be intervened in case of a spill have been left in the relevant areas. Chemicals are used in maintenance, repair and cleaning activities in our facilities. Every care is taken to minimize the use of chemicals as much as possible and to prevent accidental spills. Employees who must use chemicals are appropriately trained and provided with Personal Protective Equipment.

Our guests are informed about the use of carrot cream, which is considered harmful to the environment and causes intense washing due to the stains it leaves on textiles. Thus, it is tried to raise awareness about water consumption and energy consumption.

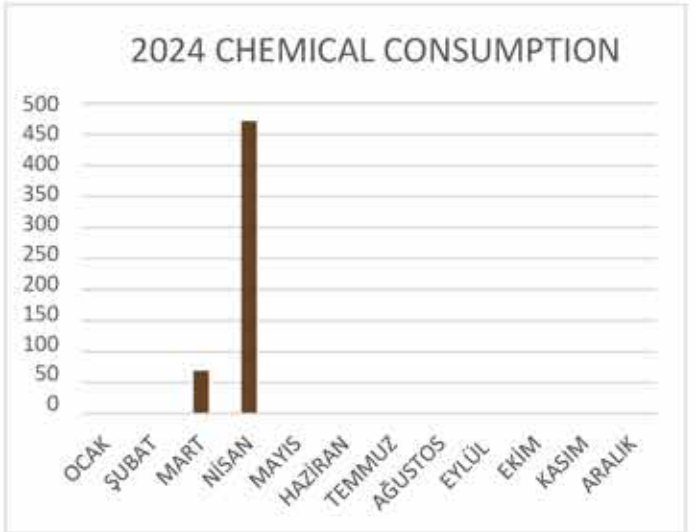
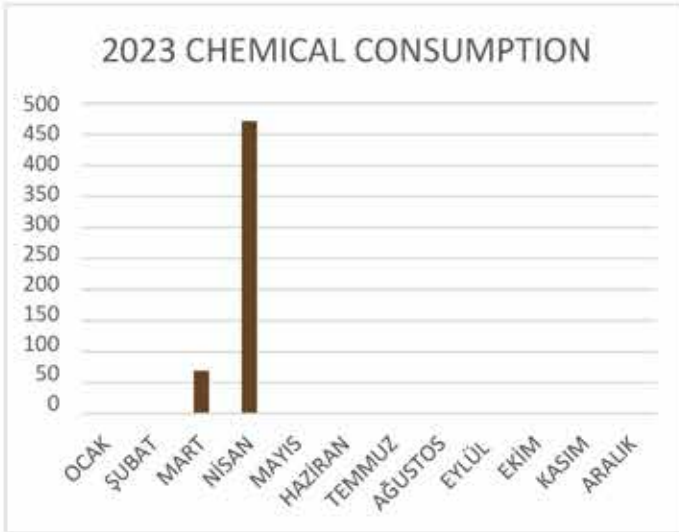
ENERGY MANAGEMENT 2023-2024 CONSUMPTION TABLES



WATER MANAGEMENT 2023-2024 CONSUMPTION TABLES



CHEMICAL USE 2023 – 2024 CONSUMPTION TABLES



CARBON RELEASE

It is a measure of the damage caused by human activities to the environment in terms of the amount of greenhouse gases produced, measured in units of carbon dioxide, and consists of two main parts: the direct (primary) footprint and the indirect (secondary) footprint. The primary footprint is a measure of the direct CO₂ emissions from the burning of fossil fuels, including domestic energy consumption and transportation, while the secondary footprint is a measure of the indirect CO₂ emissions associated with the manufacturing and eventual degradation of those products from the entire life cycle of the products we use.

We are aware of the negative effects of rapid depletion of energy resources and the damage caused by fossil fuels to the environment. We make our purchases from as close a region as possible. Thus, we aim to reduce the impact on the environment by minimizing the CO₂ emissions of the delivery vehicles of the supplier companies. The main sources of carbon emissions in our business are; electricity consumption, LNG consumption, generators used in the hotel and chemical consumption used in cleaning. To reduce our Carbon Footprint; Using energy efficiently by choosing products produced with low-carbon, that is, climate-friendly methods, is among our long-term goals. When purchasing a product, we will also pay attention to its energy efficiency class. We will choose energies that produce less carbon and make greener choices. We will instill responsible production and consumption awareness in our guests and employees. We aim to erase our carbon footprint through various activities, especially tree planting. We care about our social responsibility projects.

International Tourism Partnership (ITP) and World Travel and Tourism Council (WTTC) are used for carbon footprint measurement in our business.

Our efforts to reduce our Carbon Footprint;

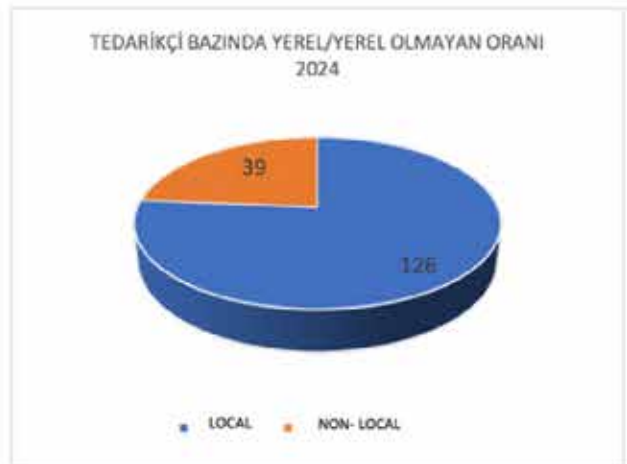
- We will take measures to do more with less energy.
- When purchasing a product, we will also pay attention to its energy efficiency class.
- We will prefer energies that produce less carbon. We will make greener choices.
- We will contribute more to energy efficiency by compensating our carbon. We aim to erase our carbon footprint through various activities, especially tree planting.
- We will try to reduce food waste by conveying responsible production and consumption awareness to our employees.



SUPPORTING THE LOCAL ECONOMY

We make our purchases in our facility from the local region and local producers whenever possible.

We aim to raise awareness in companies by sharing our Sustainable Purchasing Policy with our suppliers.



SUPPORTING LOCAL EMPLOYMENT

We prefer our employees in our facility from our region and support local employment as much as possible.



SOCIAL AND CULTURAL STUDIES

As Elegance Hotels International Marmaris, we are a facility that has always protected and exhibited our Cultural Heritage.



The "Copper Embroidered Turkish Coffee Cart" and the "Copper Embroidered Shoe Polish Box" that we exhibit in the lobby have been in our facility for many years. It was used in Turkish Nights for a while, and is now displayed in our lobby for all guests to see.



Our books describing a period, history and culture of Marmaris are presented to our guests in the television area in the lobby, which they can review.

SOCIAL RESPONSIBILITY

Our hotels participate in social responsibility activities and support institutions, associations and foundations. We try to include our guests in our environmental, social and community work as much as possible.

With the "Blue Cap Piggy Bank" stations located at 4 points of our facility, the plastic caps of all the plastic bottles we use, both with our guests and our staff, are collected and sent to the Turkish Spinal Cord Paralytics Association (TOFD). On this occasion, as a facility, we contribute to the purchase of wheelchairs and medical products.



Our facility is a Bicycle Friendly Facility, and there are always bicycles available for our guests to use and are offered to our guests.

We offer our guests an alternative to using bicycles. In this way, they have the opportunity to see the beauties of Marmaris more slowly and closely by going to places they can go by bicycles instead of vehicles, taxis and public transportation, and they also help reduce carbon emissions.

In cooperation with Marmaris Municipality and South Aegean Development Agency, we were given the "Bicycle Friendly Facility" certificate for being bicycle and nature friendly.



On World Animal Protection Day in 2023, we visited Muğla Metropolitan Municipality Marmaris Animal Shelter and donated food.



In 2024, on March 21, World Forestry Day, we participated in the Forest Week Celebration event held in cooperation with Marmaris Forest Management Directorate and planted saplings on behalf of our facility..

We visited Marmaris National Park Günnücek Forest with our employees. We learned that Marmaris is also within the borders of the National Park, the importance of the sweetgum tree endemic to this region, sweetgum oil, the habitats of the sweetgum tree and why it is special to this region.



PROTECTION OF BIODIVERSITY AND NATURAL LIFE

Future generations have the right to recognize living species. We understand the vital and socio-economic value and importance of biological diversity with the approach of healthy environment, healthy animals, healthy people between ecosystem destruction, climate change and disaster risk, and we undertake to work to ensure the protection of biological diversity. In order to protect aquatic life, effective regulation of fish harvesting, overfishing, illegal, unreported and unregulated fishing and environmentally harmful fishing practices is necessary to restore fish stocks as quickly as possible, or at least to levels that will yield the maximum sustainable product according to their biological characteristics. We show our sensitivity regarding the termination of production and the implementation of science-based management plans in the audits of our suppliers and in our purchases. Preserving biodiversity is very important as it not only protects existing creatures but also provides us with clean air, drinkable water, quality soil and crop pollination. It also plays an important role in combating climate change and reducing natural disasters. Plants that do not require much water use are selected in the species in our hotel landscape, and drip irrigation is used in certain parts of our facility to keep water use to a

minimum. In order to eliminate pests within the hotel landscaping area, daily checks are carried out by our garden manager without damaging the soil, water, flora and fauna.

We do our best to prevent hazardous wastes and substances that pollute nature, which most profoundly affect natural life, from coming into contact with nature. Although there are no invasive species in our area, our employees are informed about these issues. We regularly provide training to our employees on environmental awareness, water and energy consumption. We remove hazardous waste from our business in a controlled manner and keep the use of products harmful to nature to a minimum.

ACCESSIBILITY

Our facility is committed to fully complying with the legal regulations regarding accessibility and to continuously improve in this regard. In our hotels, there are disabled parking lots, elevators, legally disabled rooms, disabled toilets, disabled elevators for the pool and disabled sun loungers for the beach for our disabled guests. In our elevators, there is a "Braille Alphabet" and an audio warning system on the buttons for our visually impaired guests. Disabled accessibility is controlled through internal and external audit mechanisms.



OUR DOCUMENTS



OUR GOALS

Preventing the consumption of resources;

- Reducing electricity, water, LNG consumption
- Reducing chemical consumption
- Making changes in product diversity to reduce the amount of plastic waste

Environmental management and local people;

- In our region, municipalities and NGOs, etc. Increasing joint work with institutions on environmental issues (planting trees, garbage collection activities, etc.)
- Increasing the work done together with the local people
- Increasing support for local producers
- Increasing the rate of local suppliers
- Increasing guests' satisfaction with activities related to the facility environment

Support for employee employment;

- Increasing the employment of individuals with special needs
- Number of employees under the age of 18 / Between the ages of 18-25 / Between the ages of 26-60 / Over the age of 60 Balancing the number of male and female employees
- Increasing employment of local people

The importance given to education;

- Increasing the participation rate in trainings on sustainability
- Increasing the participation rate in sexual abuse/child abuse trainings
- Increasing the participation rate in corporate orientation trainings